

MEMO

TO: Ordinance Committee
FROM: Richard Haesler
Re: Livable Wage Ordinance
DATE: April 21, 2011

The attached proposed amended Livable Wage Ordinance addresses a few of the Committee's concerns. Specifically,

- 1) At Sec. 21-82 (b), the Ordinance would now read that the wage "shall be adjusted by the chief administrative officer of the city, as of **July** first of each year..." instead of March first as presently written.
- 2) Following off of that, Sec. 21-82 (b) goes on to indicate that "prior to **May** first of each calendar year, the chief administrative officer will provide public notice..." instead of March first as presently written.
- 3) Additionally, in Sec. 21-82 (b), the language concerning the methodology in adjusting the livable wage has been amended. It now reads that such adjustment will be "based upon a report of the Joint Fiscal Office of the State of Vermont that describes the basic needs budget for a single person utilizing a model of two (2) adults residing in a two (2) bedroom living unit in an urban area with a moderate cost food plan.

NOTE: To the extent that the JFO is not currently providing a report utilizing said model, the follow-up sentence in Sec. 21-82 (b) provides: "[s]hould there be no such report from the joint financial office, the chief administrative officer shall obtain and utilize a basic needs budget that applies a similar methodology."

NOTE: Wage earners who have are being compensated under a current and different methodology will be "grandfathered" until such time as the adjustments under the new method come current with the "grandfathered" wage by virtue of the provisions of Sec. 21- 85 (a) which requires that "[n]o affected covered employer shall reduce the compensation, wages, fringe benefits or leave available to any covered employee in order to pay the livable wage required by this article."

- 4) In Sec. 21-84 (d), the minimum fee has been amended from \$100.00 to \$200.00.

Additional concerns of the Committee to be presented to the Board of Finance for input prior to any future City Council action include:

- 1) Whether to strike or alter language re jurisdiction of the board of airport commissioners in light of the Airport's difficult dilemma re contracting to bring in national carriers whose contracts are not based out of Vermont. In the alternative, consideration may be given to whether some or all such contracts should be recommended for exemption under the provisions of Sec. 21-86.
- 2) Consideration should be given to whether to adjust the \$12.00 per hour figure in Sec. 21-85 (d) pertaining to informing employees of their possible right to the Earned Income Tax Credit.
- 3) Consideration should be given to whether a resolution to recommend that the chief financial officer approve uniform signage and notice requirement packages regarding livable wage for dissemination to all City Departments and whether the Human Resources Department might serve to assist in said dissemination.